

NIH Labor-Management Partnership Council Meeting Minutes

Monday, May 20, 2002

Attendees: Tony Clifford, Howard Hochman, Walter Jones, Mark Morine, Charles Palmer, Steve Rivero, Mike Showers, Rita Sweeney, and Penney Baile

Facilitator: Fern Kaufman

Old Business: Minutes of the Monday, April 15, 2002 meeting were reviewed and approved

New Business:

A-76 and current inventory development: Tim Wheelles, Director, Division of Management Support (DMS), OD, briefed the Council. A new inventory is being compiled for submission to the Department on May 24. An NIH-wide snapshot will be reviewed by the A-76 Steering Committee. Positions are being inventoried by function versus series. OMB is categorizing agency progress on A-76 and the inventory by coding them as red, yellow or green. All Departments are currently in red for competitive sourcing, although some have improved to being coded yellow in a progress review. In order to obtain a code of yellow for this year, all '02 timeframes must be met. Staff is being hired for the NIH Commercial Activities Review Team, which will be in DMS. ORS has developed criteria to use in reviewing commercial activities, which will now be applied to functions NIH-wide, to identify what functions should undergo cost comparison. If an identified commercial activity is tied closely to the NIH mission, a decision may be made to not review the function. ORS piloted its criteria, and it has since been approved by the NIH A-76 steering committee.

DHHS National Level Partnerships: John Riconda, HHS/OS Director of Labor and Employee Relations, briefed the Council. The Department has a good reputation of cooperation. There was some confusion with the change in Administration, especially when the Executive Order on Partnership was rescinded. Secretary Thompson asked for a briefing on partnerships and said he wanted cooperative relationships to continue. The Department's Labor-Management Cooperation Council is meeting monthly under a revised charter, and it is developing a work plan to strengthen labor-management cooperation at all levels of the Department. Its agenda includes: improving organizational development throughout the Department, including how we manage human capital and improving the quality of work life; and, looking at the application of the FAIR Act Inventory across OpDivs. The Council is also interested in the restructuring effort and in making sure outsourcing goals is met.

The IHS Council ceased to function at a National level when the Partnership Order was rescinded; some local councils are still active. The PSC Council is in hiatus. It has been subsumed in the Office of the Secretary, and they are negotiating with NTEU to consolidate all bargaining units. The CMS Council was a product of a negotiated

agreement that expired in March of 2001. Their partnership is not active, and they are in negotiations.

Most other established partnerships across the Department have remained active. OSAOA is working on revising its charter and is exploring flexiplace, competencies for employees and certifications of some functional areas. FDA's council is looking at: cross-training employees; a child-care subsidy; an eldercare system; and, working towards a smoke-free environment. HRSA's council is looking at QWL and delegations of authority. CDC's council is looking at: flexiplace, the FAIR Act Inventory; expanding the CDC University; and, work scheduling.

Campus parking: Stella Serras-Fiotes spoke to the group about planned parking projects. Changes due to repairs will impact spaces temporarily in the ACRF garage and MLP 6&8. A permanent parking impact will be seen when construction begins on the Family Lodge, north of the Convent, in a couple of months. This construction will cause a loss of 108 spaces. There is a plan for a multilevel parking garage at the SW corridor of Building 10 that will initially eliminate 200 spaces, but subsequently add 500-600 spaces. This project is being scrutinized outside of NIH and may not begin in 2002. The proposed Lab B facility to be built at the NE corner of the Building 31 parking lot will be linked to a 1250 car garage. There are still some parking vacancies at Natcher, MLP-7, and cars can be stacked in Lot 41.

NIH is trying to control the issue of contractors taking NIH employees' parking. There are limitations for the construction crew. Laborers are not afforded parking on campus; they are shuttled from Pooks Hill. Construction managers with regular office hours and permanent space can get parking on campus. In the new policy, the signature of the NIH authorizing official (usually the Executive Officer of the IC) will be needed before a parking permit will be issued to a contractor. The contractor must be slated for a full-time duty station on campus for one year. All contractor permits will be invalid at the end of a one-year period, then they must be reevaluated and start anew. Some contractors got permits based on new IDs issued; that's why NIH is invalidating permits and starting over.

Steve Rivero asked that the union be allowed input on new parking policy. Stella said she would ask ORS to send it to the Partnership Council, via Barry Kevin, according to the normal review process for new manual issuances.